



A Skilled and Educated Workforce:

An assessment of the number and type of
higher education and training credentials
required to meet employer demand

A joint report:
Higher Education Coordinating Board
State Board for Community and Technical Colleges
Workforce Training and Education Coordinating Board

January 26, 2006

Joint Assessment of Employer Needs

As part of the HECB needs assessment process, the HECB, jointly with the State Board for Community and Technical Colleges and the Workforce Training and Education Coordinating Board, assessed the number and type of higher education and training credentials required to match employer demand for a skilled and educated work force

Scope of GAP Analysis

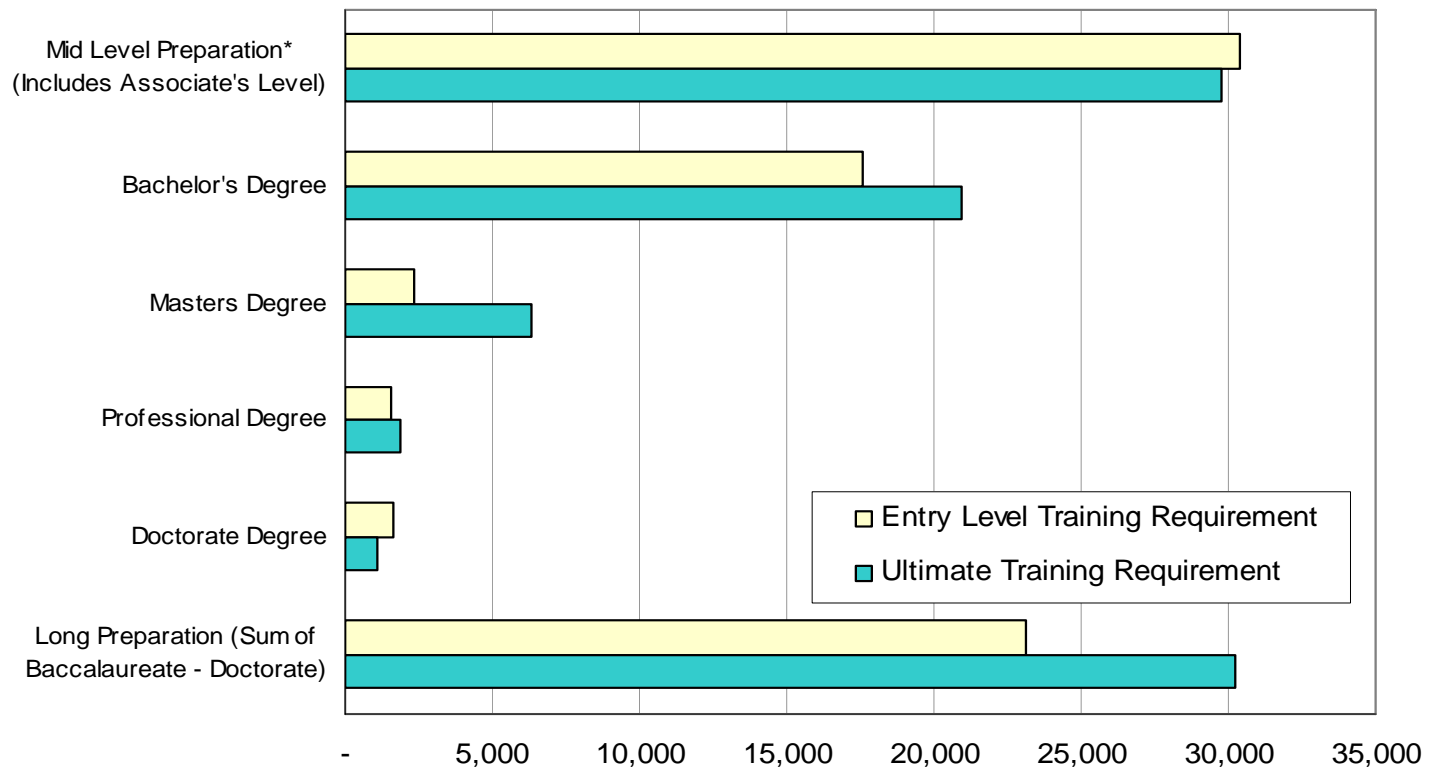
- Demand to 2012 - How many workers needed to meet employer demand?
- Supply - How many degrees produced annually?
- By level of education
 - Mid-level workers - 1 year college but less than bachelor's
 - Bachelor's and beyond
- Implication on identified gaps

Summary of Findings

- Significant gap for mid-level workers
 - 83 percent employer demand
 - Policy change needed to fill gap
- Supply-demand mismatch at baccalaureate level and above
 - Need growth in some bachelor's areas to meet specific occupational needs
 - Greatest shortfall of bachelor's degrees in computer science, engineering, and health care
 - Increased graduates needed at professional and doctoral degree levels

Demand: Annual Job Openings by Preparation Level

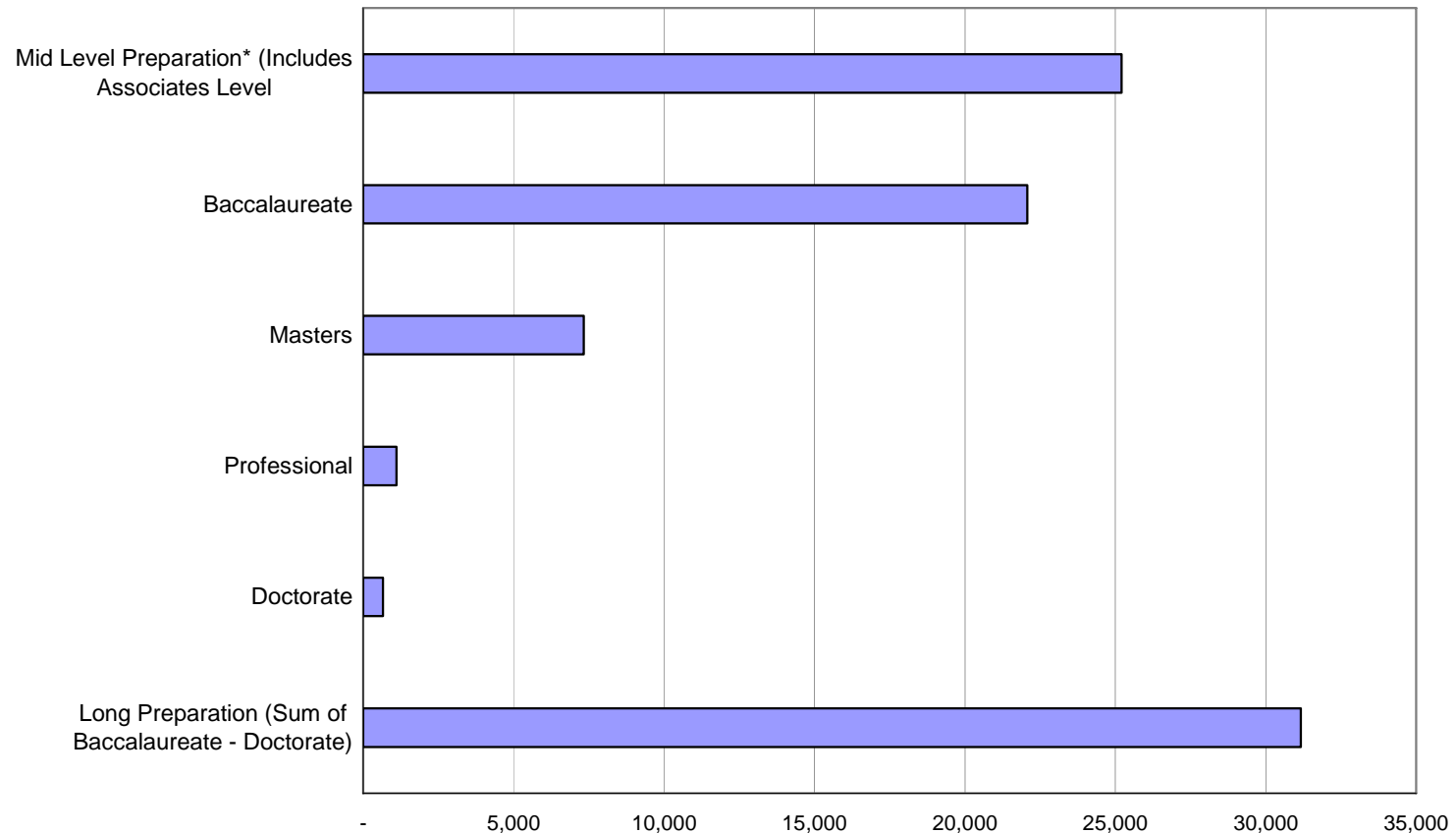
Annual Job Openings by Preparation Level: 2007-2012



* Mid-level supply is based on 2002-2003 data. Other levels 2003-2004.

Supply – From Education Programs

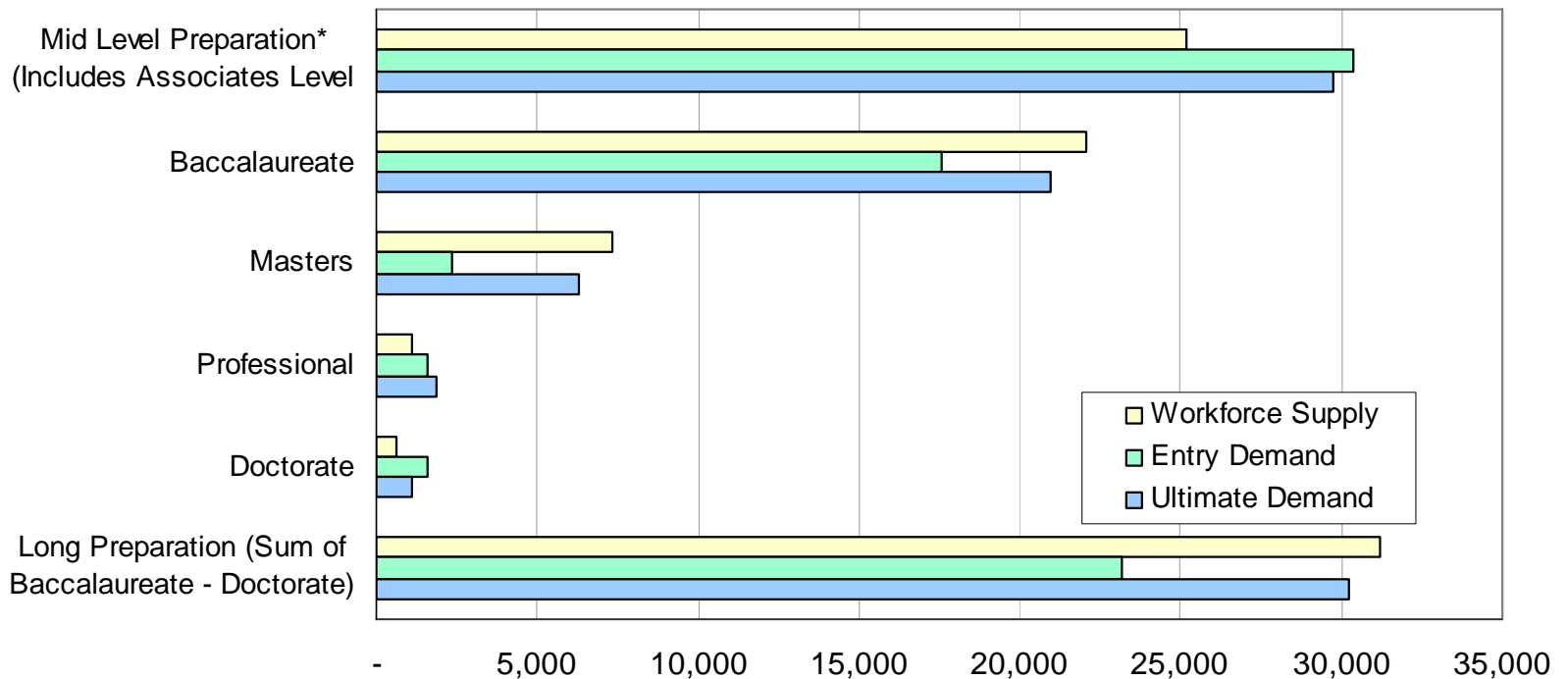
Workforce Supply
Annual Supply of Newly Prepared Workers by Education Level*



* Mid-level supply is based on 2002-2003 data. Other levels 2003-2004.

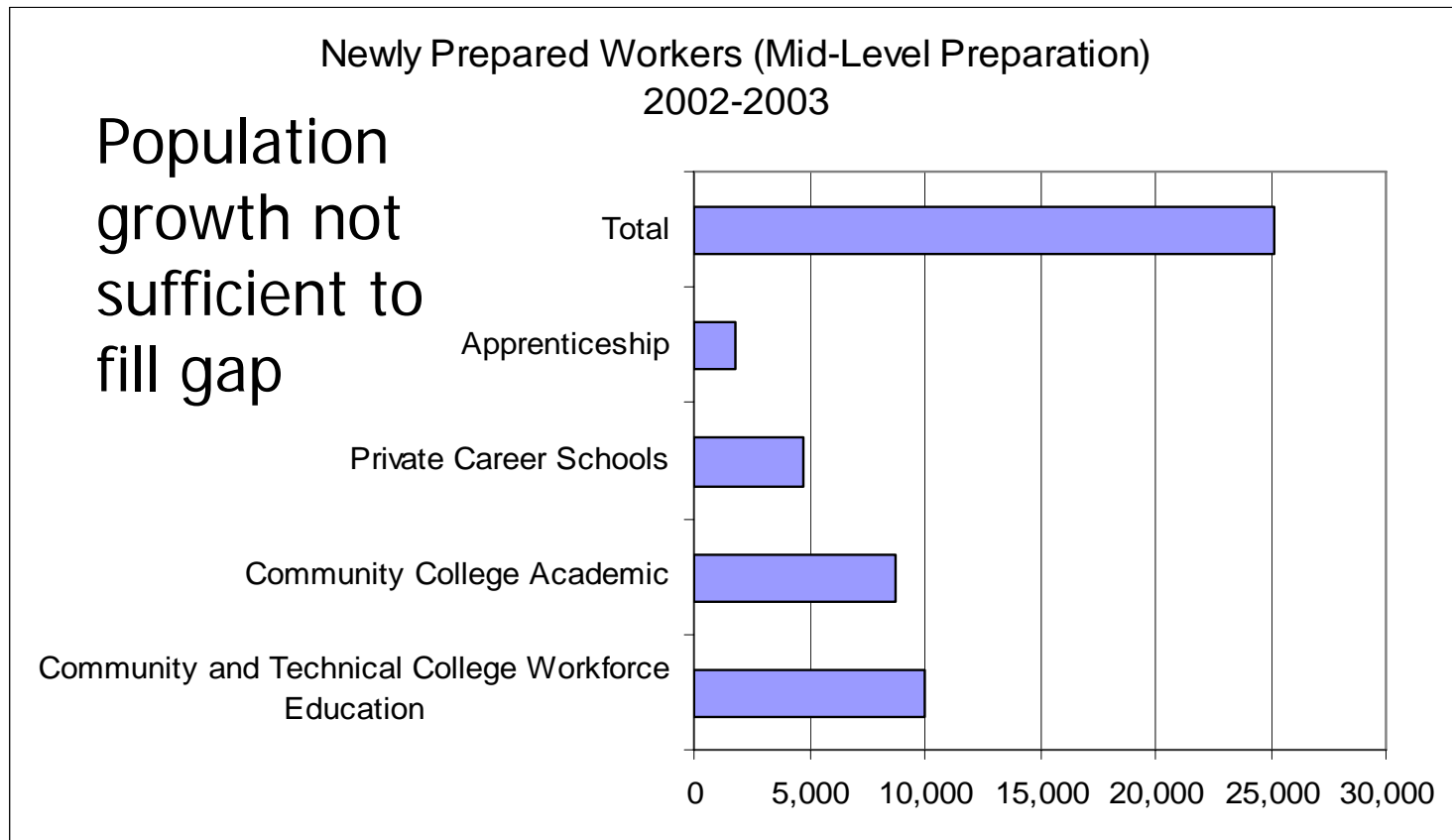
Annual Supply and Demand for Prepared Workers

**Annual Supply and Demand for Prepared Workers
by Education Level***

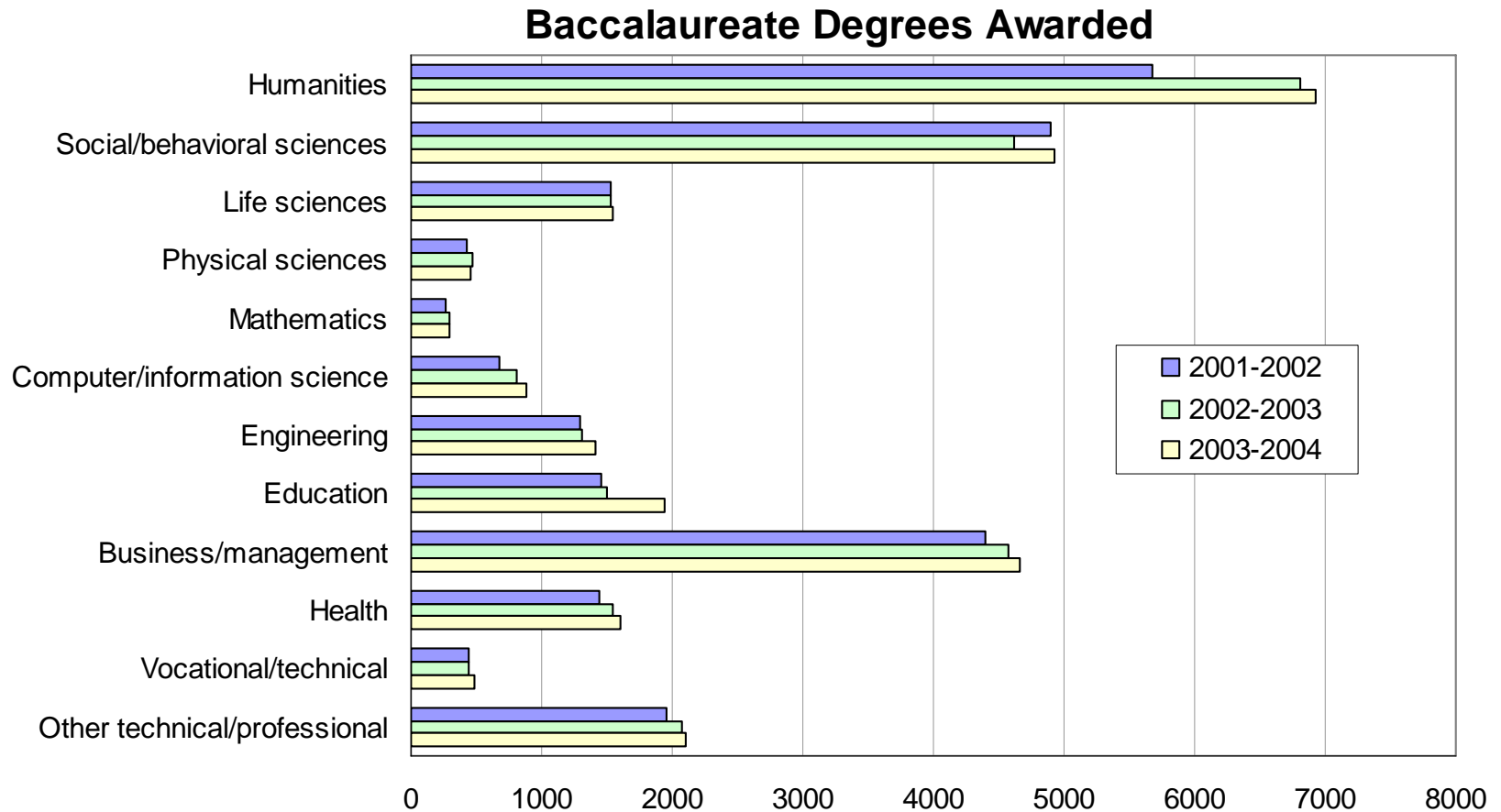


* Mid-level supply is based on 2002-2003 data. Other levels 2003-2004. Demand is based on the projected annual average number of job openings 2007-2012

Multiple Sources of Mid Level Workers

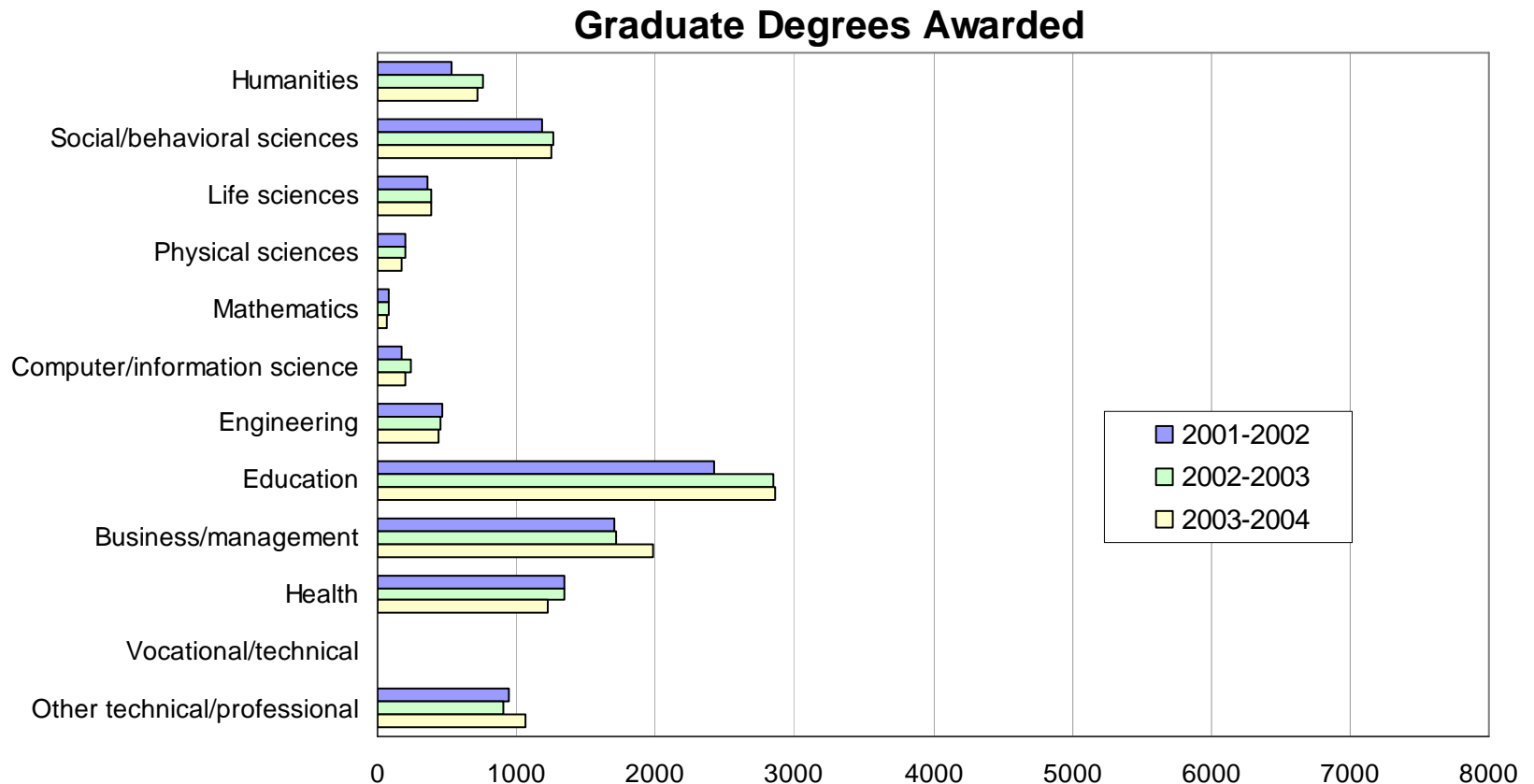


By Field of Study Analysis of Baccalaureate Degrees Awarded



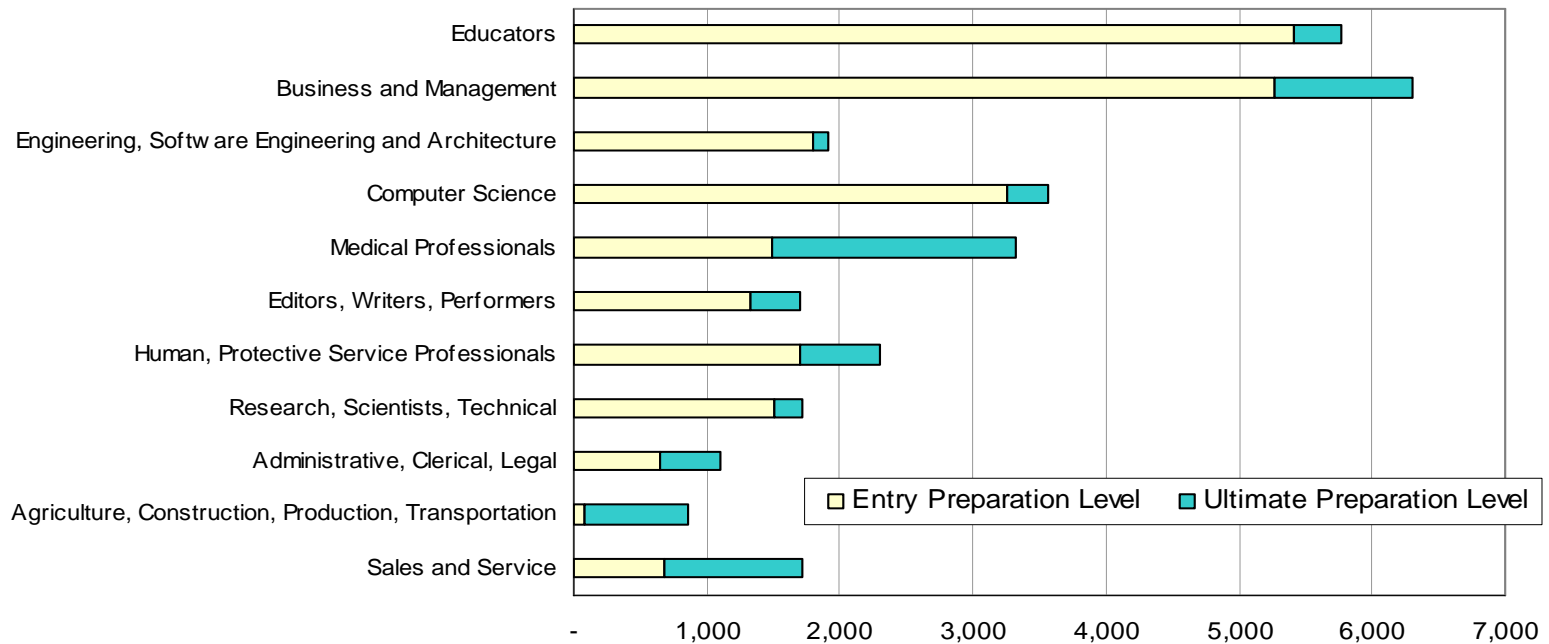
By Field of Study Analysis

Graduate Degrees Awarded



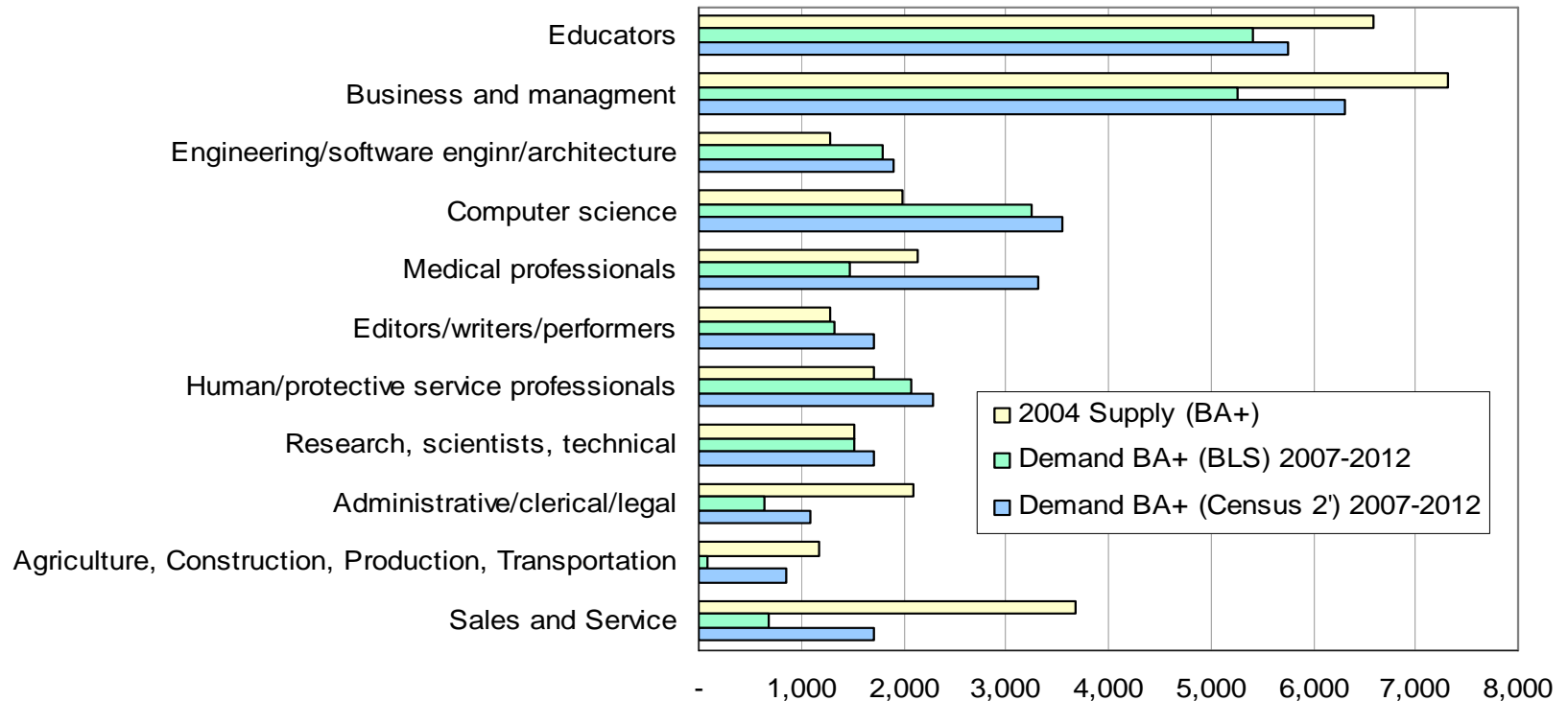
By Field of Work Analysis – Demand – Bachelor's and Beyond 2007-2012

**Projected Annual Openings for Workers with a
Baccalaureate Degree or Higher, by Occupation: 2007-2012**



Supply-Demand Bachelor's and Beyond by Field

Education Supply and Demand
2004 Supply of Workers with BA or higher, and Employer Demand



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